

## Cole Evan Short

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| CONTACT<br>INFORMATION      | Doctoral Candidate<br>Department of Management<br>Terry College of Business<br>University of Georgia<br>630 S. Lumpkin St., Benson c238<br>Athens, GA 30602<br><br><i>E-mail: <a href="mailto:cshort@uga.edu">cshort@uga.edu</a></i>  |
| EDUCATION                   | <b>University of Georgia</b> , Athens, Georgia<br><br>Ph.D., <a href="#">Business Administration</a> , May 2019 (expected)<br><i>Concentration: Strategic Management</i><br><i>Advisor: Michael D. Pfarrer</i><br><br><b>Boston University</b> , Boston, Massachusetts<br><br>M.A., <a href="#">Economics</a> , September 2015<br><i>Concentration: Health Economics and Industrial Organization</i><br><br><b>Baylor University</b> , Waco, Texas<br><br>B.A., International Studies (Intensive-track), December 2013<br><i>Honors Scholar with Distinction &amp; Baylor Interdisciplinary Core Scholar</i><br><i>Completed senior thesis under direction of Professor William F. Cooper</i> |
| RESEARCH<br>INTERESTS       | <ul style="list-style-type: none"><li>◦ Corporate Governance</li><li>◦ Decision-making</li><li>◦ Stakeholder Management</li></ul>   |
| JOURNAL<br>ARTICLES         | <ul style="list-style-type: none"><li>◦ Bundy, J., Pfarrer, M. D., Short, C. E., &amp; Coombs, W. T. 2017. <a href="#">Crises and Crisis Management: Integration, Interpretation, and Research Development</a>. <i>Journal of Management</i>, 43(6): 1661-1692.</li></ul>   |
| MANUSCRIPTS<br>UNDER REVIEW | <ul style="list-style-type: none"><li>◦ Gamache, D. L., Neville, F. P., Bundy, J., &amp; Short, C. E. CEO Personality and Stakeholder Strategy. <i>Academy of Management Journal</i>.</li></ul>   |
| WORKS IN<br>PROGRESS        | <ul style="list-style-type: none"><li>◦ Campbell, R. J., Graffin, S. D., &amp; Short, C. E. (revising for new submission). CEO Humorousness.</li><li>◦ Short, C. E., Hubbard, T. D., Quigley, T. J., &amp; Graffin, S. D. (preparing manuscript). Identifying Quality CEOs.</li><li>◦ Short, C. E., &amp; Pfarrer, M. D. (preparing manuscript). Anticipatory and Reactive Impression Management.</li></ul>   |

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| CONFERENCE PRESENTATIONS | <ul style="list-style-type: none"> <li>Short, C. E., Hubbard, T. D., Quigley, T. J., &amp; Graffin, S. D. Who gets it right and when? Internal and external evaluations of CEO quality. To be presented at the Strategic Management Society Annual Conference, Houston, Texas, 2017.</li> <li>Gamache, D. L., Neville, F. P., Bundy, J., &amp; Short, C. E. CEO regulatory focus and firm stakeholder strategy. To be presented at the Annual Meeting of the Academy of Management, Atlanta, GA, 2017.</li> <li>Lee, E. Y., Short, C. E., &amp; Oliver, A. Organizer for panel symposium. AIMing to impress: Anticipatory impression management and the organization. To be presented at the Annual Meeting of the Academy of Management, Atlanta, GA, 2017.</li> <li>Short, C. E., &amp; Pfarrer, M. D. Symposium Presentation. AIM and reactive impression management. To be presented at the Annual Meeting of the Academy of Management, Atlanta, GA, 2017.</li> <li>Neville, F. P., Gamache, D. L., Bundy, J., &amp; Short, C. E. CEO regulatory focus, shareholder activism, and corporate social performance. Presented at the Strategic Management Society Annual Conference, Berlin, Germany, 2016.</li> </ul> |  |
|                          | ★ <i>Best Paper Award: SMS Strategic Leadership &amp; Governance Interest Group</i>   |  |
|                          | <ul style="list-style-type: none"> <li>Campbell, R. J., Graffin, S. D., &amp; Short, C. E. Just playing around? The effects of CEO sense of humor on financial analysts. Presented at the Annual Meeting of the Academy of Management, Anaheim, CA, 2016.</li> <li>Elston, T. W., &amp; Short, C. E. Neuroplasticity in wine: How tasting experience influences future consumption. Invited to present at the <a href="#">9th Annual Conference of the American Association of Wine Economists AAWE</a>, Mendoza, Argentina, 2015.</li> </ul>   |  |
|                          | PROFESSIONAL ACTIVITIES <ul style="list-style-type: none"> <li><i>Affiliations:</i> Academy of Management, Strategic Management Society</li> <li><i>Reviewing:</i> Academy of Management Annual Meeting: 2016-Present (BPS &amp; OMT)</li> <li>★ <i>Outstanding Reviewer Award: Business Policy and Strategy Division (2017)</i></li> <li><i>Blog Contributions:</i> <a href="#">Administrative Science Quarterly</a></li> <li><i>Memberships:</i> <a href="#">Explorers Club</a>, <a href="#">YPO Next Generation</a></li> </ul>   |  |
|                          | TEACHING EXPERIENCE <div> <div> <b>University of Georgia</b>, Athens, GA<br/> <i>Instructor of Record</i> </div> <div> <b>August-December 2017</b> </div> </div> <ul style="list-style-type: none"> <li><b>MGMT 5560:</b> International Strategic Management</li> <li>Managed one section of international strategic management</li> </ul>  |  |
|                          | <div> <div> <i>Graduate Teaching Assistant</i> </div> <div> <b>August 2015-May 2016</b> </div> </div> <ul style="list-style-type: none"> <li><b>MGMT 3000:</b> Principles of Management</li> <li>Co-managed three sections, evaluated assignments, held office hours</li> </ul>   |  |
|                          | <div> <div> <b>Boston University</b>, Boston, MA<br/> <i>Graduate Teaching Assistant</i> </div> <div> <b>January-May 2015</b> </div> </div> <ul style="list-style-type: none"> <li><b>SI 471:</b> International Entrepreneurship</li> <li>Co-managed one section and evaluated assignments</li> </ul>   |  |

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|                            | <b>Baylor University, Waco, TX</b><br><i>Teaching Assistant</i>   | <b>January-December 2013</b>       |
|                            | <ul style="list-style-type: none"> <li>◦ <b>BIC 2340:</b> Social World II (Sociology, Honors Section)</li> <li>◦ Co-managed section, lectured on Durkheim, Marx, and Weber</li> <li>◦ <b>BIC 1314:</b> World Cultures I (Cultural Studies, Honors Section)</li> <li>◦ Co-managed section, facilitated large group review sessions for 150 student cohort</li> </ul>   |                                    |
| PROFESSIONAL<br>EXPERIENCE | <b>Baylor University, Waco, TX</b><br><i>Graduate Research Assistant (Finance)</i>  | <b>November 2013-August 2014</b>   |
|                            | <ul style="list-style-type: none"> <li>◦ Conducted market research for <i>Civil Society and the Reform of Finance: Taming Capital, Reclaiming Virtue</i> (McDaniel Jr., 2016)</li> </ul>  |                                    |
|                            | <i>Graduate Research Assistant (Political Science)</i>  | <b>January-August 2014</b>         |
|                            | <ul style="list-style-type: none"> <li>◦ Drafted grant applications, conducted political science literature reviews, secured external funding for a team of four undergraduate research assistants</li> </ul>   |                                    |
|                            | <b>BioAtla, LLC., San Diego, CA &amp; Beijing, China</b><br><i>Human Resources &amp; Patent Intern</i>  | <b>August 2011-August 2013</b>     |
|                            | <ul style="list-style-type: none"> <li>◦ Prepared patents and press releases (research and writing)</li> <li>◦ Conducted employee interviews for company's operations in Beijing, China</li> </ul>  |                                    |
| VOLUNTEER<br>ACTIVITIES    | <b>Bellmead Fire Department, Bellmead, TX</b><br><i>Volunteer Firefighter &amp; NREMT</i>   | <b>October 2012-September 2014</b> |
|                            | <ul style="list-style-type: none"> <li>◦ Conducted rescue operations, provided emergency medical care on-scene and en-route to E.R., suppressed active hazards in urban and wildland environments, and served on trauma teams in the clinical setting</li> <li>◦ Facilitated community education programs and participated in continuing education courses</li> </ul> |                                    |
|                            | <b>Center for Global Engagement, Waco, TX</b><br><i>Mentor, Language Instructor, PAWS Volunteer</i>   | <b>August 2010-August 2014</b>     |
|                            | <ul style="list-style-type: none"> <li>◦ Developed and led conversation tables and writing workshops sponsored by Baylor's Department of Modern Foreign Languages and the Center for Global Engagement</li> <li>◦ Served as a peer mentor for international exchange students at Baylor University</li> </ul>   |                                    |
| GRANTS                     | Political Science Research Grant, Charles Koch Foundation.  | <b>2014</b>                        |
|                            | <ul style="list-style-type: none"> <li>◦ <i>For the development of an undergraduate course in political science</i></li> </ul>  |                                    |
|                            | Departmental Travel Grant, Baylor University.   | <b>2014</b>                        |
|                            | <ul style="list-style-type: none"> <li>◦ <i>For travel to the 54th Annual Naval Academy Foreign Affairs Conference</i></li> </ul>   |                                    |
| HONORS                     | <ul style="list-style-type: none"> <li>◦ Outstanding Delegate in Economic Affairs (Southwestern Division)</li> </ul>  | <b>2013</b>                        |
|                            | <i>National Council on U.S.-Arab Relations</i>  |                                    |

- Firefighter Service Pin for On-Duty Response to Fertilizer Plant Explosion **2013**  
*Bellmead Fire Department*
- Sigma Iota Rho Scholar, International Studies Honors Society **2013**  
*Baylor University*
- President's Gold Merit Scholarship **2010**  
*Baylor University*
- Bill Merritt Memorial Scholarship **2010**  
*Rotary International (San Diego Chapter)*

#### OTHER SKILLS

##### **Certifications:**

- Nationally Certified Emergency Medical Technician (NREMT) **2014-Present**
- American Heart Association (AHA) BLS and ECC Certified **2014-Present**
- Certified English as a Second Language (ESL) Instructor **2010-Present**
- State Certified Structural Firefighter (SFFMA) **2012-2014**

##### **Computer Skillset:**

- HTML, Mplus, R, STATA, T<sub>E</sub>X

##### **Language Skills:**

- Spanish (non-native fluency)
- Japanese (intermediate proficiency)

#### MEDIA

##### COVERAGE

- “What drives Japanese companies? A snapshot from Texas of employee-employer relations in Japan.” Covered by the Pirelli Foundation (Milan, Italy). January 7, 2014.

#### REFERENCES

**Dr. Michael D. Pfarrer** (e-mail: [mpfarrer@uga.edu](mailto:mpfarrer@uga.edu); phone: +1-706-542-8393)

- Associate Professor of Management, University of Georgia
- Terry College of Business, 420 Brooks Hall, Athens, GA 30602-6264

**Dr. Timothy J. Quigley** (e-mail: [tquigley@uga.edu](mailto:tquigley@uga.edu); phone: +1-706-542-3276)

- Associate Professor of Management, University of Georgia
- Terry College of Business, 409 Brooks Hall, Athens, GA 30602

**Dr. Scott D. Graffin** (e-mail: [sgraffin@uga.edu](mailto:sgraffin@uga.edu); phone: +1-706-542-4046)

- Professor of Management, University of Georgia
- Terry College of Business, 406 Brooks Hall, Athens, GA 30602